



Natural Resources Conservation Service
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January 8, 2003

OREGON BULLETIN NO.OR 230-2003-2

SUBJECT: EOP-Civil Rights Policy Statement

Purpose: To restate Oregon's commitment to ensuring civil rights and equal employment opportunity.

Expiration Date: January 2004

As State Conservationist, I want to state my commitment to ensuring civil rights and equal opportunity for all employees and program beneficiaries of NRCS and USDA.

No employee or program beneficiary of the NRCS or the Department of Agriculture will be unlawfully denied any opportunity because of race, color, religion, sex, age, national origin, disability, or sexual orientation. Your dedication to this commitment will help Team Oregon reach our goal of a work force reflecting the diversity of our clientele.

All employees play an important role in maintaining an environment of equal opportunity, and have a moral and legal responsibility to treat all their colleagues with respect and in a professional manner. Each of us on the Leadership Team will be held personally accountable for ensuring equal opportunity and for achieving progress towards a more diverse work force at all levels. Additionally, all supervisors and team members must continue to take positive steps toward ensuring a supportive work environment and reaching early resolution of complaints. We must also avoid even the appearance of acts of reprisal against employees or program beneficiaries who exercise their rights to file complaints.

By our words and actions, each of us must demonstrate a commitment to equal opportunity for all individuals. Further, to be successful as an agency, we must embrace and value diversity and strengthen our commitment to an equitable and discrimination-free workplace.

Your support and commitment to this policy is critical to Team Oregon's ability to diversify our work force and to deliver quality service to the American public. I expect your full support of this policy.

A handwritten signature in black ink, appearing to read "Bob Graham".

BOB GRAHAM
State Conservationist

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